

Supervisory CBP Officer (Program Manager)

DEPARTMENT OF HOMELAND SECURITY

Customs and Border Protection

Information and Incident Coordination Center

Hiring complete

Open & closing dates

🕒 09/11/2019 to 09/17/2019

Pay scale & grade

GS 15

Appointment type

Temporary Promotion - 2-5 years

Service

Competitive

Salary

\$137,849 to \$166,500 per year

Work schedule

Full-Time

Locations

1 vacancy in the following location:

Washington, DC

1 vacancy

Relocation expenses reimbursed

Yes You may qualify for reimbursement of relocation expenses in accordance with agency policy.

Telework eligible

No

This job is open to



Internal to an agency

Current federal employees of this agency.

Clarification from the agency

Current federal employees who work for U.S. Customs and Border Protection with competitive status.

Announcement number

IICC-IMP-10597298-ERO

Control number

545247600

Duties

Summary

Organizational Location: This position is with the Department of Homeland Security, within U.S. Customs and Border Protection, Operations Support, Information and Incident Coordination Center, Washington D.C.

Responsibilities

Apply for this exciting opportunity to strengthen the Department's ability to protect the homeland.

This position starts at a salary of \$137,849.00 (GS-15, Step 1) to \$166,500.00 (GS-15, Step 10) with promotion potential to \$166,500 (GS-15 Step 10).

To meet agency needs, this position will be filled on a temporary basis not-to-exceed (NTE) 2 years with possible extensions for an additional 3 years (in one year increments) NTE 5 years total. The incumbent may be returned, at any time, to the position from which you are temporarily promoted/reassigned or temporarily assigned, or to a different position of equivalent grade and pay, and that the return is not subject to the procedures found in 5 C.F.R. §§ 351, 432, 752, and 771

In this position, you will serve as the Deputy Director of the Information and Incident Coordination Center (IICC) in the Operations Support Office. He/she is responsible for:

- Assisting with and overseeing operational and situational awareness of current threats to the security of the nation and its borders and ensuring that CBP significant incident reporting requirements are in compliance with DHS and CBP directives, programs and policies;
- Managing and directing the facilitation, processing and dissemination of information , under the guidance of the Director, to develop a complete common operating picture for significant issues of interest to CBP and DHS management officials; and
- Supervising branch chiefs of both the Commissioner's Situation Room and the Incident Management Branches which consist of incident management functions, emergency operations, situational management systems and the personnel recovery program.

Travel Required

25% or less - You may be expected to travel for this position.

Supervisory status

Yes

Promotion Potential

15

Job family (Series)

[1895 Customs And Border Protection](https://www.usajobs.gov/Search/Results?j=1895)

(<https://www.usajobs.gov/Search/Results?j=1895>)

Requirements

Conditions Of Employment

- You must be a U.S. Citizen to apply for this position
- Males born after 12/31/1959 must be registered with Selective Service
- You may be required to pass a background investigation and/or polygraph
- CBP follows the DHS Drug-Free Workplace Plan for drug testing procedure

Qualifications

Experience: You qualify for the GS-15 grade level if you possess 1 year of specialized experience equivalent to at least the next lower grade level, performing duties such as:

- Providing leadership in developing, implementing, evaluating, and improving processes and procedures to monitor the effectiveness, efficiency, uniformity, and productivity of program areas;
- Interpreting and enforcing CBP laws, operations, law enforcement procedures, policies, and regulations; and
- Leading, directing, or providing technical direction to others in performing inspection, intelligence analysis, and examinations on customs and border security issues.

Secondary CBPO Enhanced Retirement Requirement: The criterion is that knowledge, skill and ability in a position deemed to meet primary CBPO special retirement coverage is a mandatory prerequisite to satisfactorily perform the major duties and responsibilities of this job. In order to meet the requirements of this secondary CBP Officer position you must have permanently served in a primary CBP Officer Special Enhanced Retirement covered position, i.e. Customs Inspector, GS-1890, Immigration Inspector, GS-1816, Canine Enforcement Officer, GS-1801, or CBP Officer, GS-1895. Note: If you currently serve in a permanent Secondary CBPO Enhanced Retirement covered position, you are exempt from this mandatory prerequisite. If going from a LEO Covered Position to a Secondary CBPO Enhanced Retirement Covered Position: Please be advised that when you enter on duty in this Secondary CBPO Enhanced Retirement covered position you will no longer be covered under the Special Retirement System for Law Enforcement Officers, but will only be covered under the Federal Employees Retirement System (FERS). For further information on the Secondary CBPO Enhanced Retirement Coverage, please see the section on Retirement Coverage. Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

You must:

- Meet all qualification requirements, including education if applicable to this position, subject to verification at any stage of the application process; and
- Meet all applicable Time in Grade requirements (current federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the federal service) by 09/17/2019.

The Office of Personnel Management (OPM) must authorize employment offers made to current or former political appointees. If you are currently, or have been within the last 5 years, a political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee in the Executive Branch, you must disclose this information to the Human Resources Office.

Physical and Medical Requirements: Because the duties of the position are of a strenuous nature and require a high degree of interaction and responsibility to the public, you must undergo and successfully pass our medical screening process. We will schedule, provide and pay for the required basic medical examination. For more information, go to <https://www.cbp.gov/careers/frontline-careers/cbpo/app-proc> (<https://www.cbp.gov/careers/frontline-careers/cbpo/app-proc>).

Physical Fitness Screening: Due to the strenuous nature of the CBP Officer duties and the associated training programs, fitness tests have been developed and will be used to screen candidates for CBP Officer positions. Candidates will be required to pass 2 pre-employment fitness tests. For more information on the requirements and a 6-week readiness program designed to assist you in achieving a level of physical fitness that will help you successfully pass the CBP fitness tests, please see the following links: <http://www.cbp.gov/careers/join-cbp/which-cbp-career/cbp-officer> and Pre-Employment Fitness Test-1 Physical Readiness Program.

Background Investigation: U.S. Customs and Border Protection (CBP) is a federal law enforcement agency that requires all applicants to undergo a thorough background investigation prior to employment in order to promote the agency's core values of vigilance, service to country, and integrity. During the screening and/or background investigation process, you will be asked questions regarding any felony criminal convictions or current felony charges, the use of illegal drugs (e.g., marijuana, cocaine, heroin, LSD, methamphetamines, ecstasy), and the use of non-prescribed controlled substances including any experimentation, possession, sale, receipt, manufacture, cultivation, production, transfer, shipping, trafficking, or distribution of controlled substances. For more information visit [this link](http://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation) (<http://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation>).

Polygraph Examination: The Supervisory CBP Officer (Program Manager) position is a polygraph-required position. If you are not a current CBP employee in a law enforcement position, you may be required to take a polygraph exam and have favorable results in order to continue in the pre-employment process. Please see [Polygraph Examination](http://www.cbp.gov/careers/car/poly) (<http://www.cbp.gov/careers/car/poly>).

Polygraph Reciprocity: CBP may accept the results of a prior federal polygraph exam in lieu of a CBP polygraph exam. You will receive information to request reciprocity in your Background Investigation Package.

Polygraph Waiver: Certain veterans may be eligible to obtain a polygraph waiver. You will receive information to request a waiver in your Background Investigation Package.

Probationary Period: Current and former federal employees may be required to serve or complete a probationary period.

Agency Career Transition Assistance Program (CTAP) Eligibles: If you have never worked for the Federal Government, you are not CTAP eligible. Information about CTAP eligibility can be found [here](http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a) (http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a).

You must submit the supporting documents listed in the "Required Documents" section of this announcement. In addition, to be considered well qualified under CTAP, you must possess the knowledge, skills and abilities and/or competencies clearly exceeding the minimum requirements of the position. This will be measured by a score of 85 or higher.

Education

Please see the Qualifications and Required Documents sections for more information if education is applicable to this position.

Additional information

Temporary: Selections resulting from this announcement will be on a temporary basis, not to exceed 2 years. Appointments may be extended in one year increments up to five years total. You may be returned, at any time, to the position from which you are temporarily promoted, or to a different position of equivalent grade and pay, and that the return is not subject to the procedures found in 5 C.F.R. §§ 351, 432, 752, and 771.

Bargaining Unit: This position is not covered under the bargaining unit

Financial Disclosure is required.

Drug Testing: This job has been identified as "testing designated" under our Drug-Free Workplace Program. Once on board, you will be subject to random drug testing.

Firearms Requirement: You will be required to carry a firearm and maintain firearm proficiency. Any person who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition. You will be required to certify whether you have ever been convicted of such an offense. False or fraudulent information is criminally punishable by fine or imprisonment.

Supervisory Probationary Period: You may be required to serve an 18 month probationary period upon appointment and complete a supervisory training course within 12 months of assignment.

Supervisory Training: All newly appointed, permanent GS-15s are required to complete mandatory training. The training will be scheduled by the Office of Training and Development within the first 90 days of appointment. The duration of the training will include 5 weeks of in residence training in Harpers Ferry, WV. Note: This training may be waived if previously completed.

Travel: Overnight travel may be required on a regular and recurring basis.

Uniform: This position requires you to wear an officially-approved uniform while in a duty status.

Shift Work/Overtime: You will be required to work on a shift and rotational basis and perform substantial amounts of overtime.

Motor Vehicle Operation: You must possess a current valid State driver's license at the time of appointment.

Security Clearance: You may be required to obtain a Top Secret/SCI clearance for this position.

CBP uses E-Verify, an internet-based system, to confirm the eligibility of all newly hired employees to work in the United States. Learn more about [E-Verify](http://www.uscis.gov/e-verify) (<http://www.uscis.gov/e-verify>) including your rights and responsibilities.

Every individual receives a fair opportunity throughout the federal recruitment and hiring process. Learn more [here](http://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf) (http://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf).

Follow U.S. Customs and Border Protection on Twitter [@CustomsBorder](https://twitter.com/#!/customsborder) (<https://twitter.com/#!/customsborder>).

The Department of Homeland Security encourages persons with disabilities to apply, to include persons with intellectual, severe physical or psychiatric disabilities, as defined by 5 CFR § 213.3102(u), and/or Disabled Veterans with a compensable service-connected disability of 30 percent or more as defined by 5 CFR § 315.707. [Veterans](https://www.fedshirevets.gov/job-seekers/special-hiring-authorities/#content) (<https://www.fedshirevets.gov/job-seekers/special-hiring-authorities/#content>).

, [Peace Corps](https://www.peacecorps.gov/returned-volunteers/careers/noncompetitive-eligibility/)

(<https://www.peacecorps.gov/returned-volunteers/careers/noncompetitive-eligibility/>).

[VISTA volunteers](https://www.vistacampus.gov/after-vista/career/)

(<https://www.vistacampus.gov/after-vista/career/>).

, and [persons with disabilities](http://www.opm.gov/policy-data-oversight/disability-employment/)

(<http://www.opm.gov/policy-data-oversight/disability-employment/>).

possess a wealth of unique talents, experiences, and competencies that can be invaluable to the DHS mission. If you are a member of one of these groups, you may not have to compete with the public for federal jobs. To determine your eligibility for non-competitive appointment and to understand the required documentation, click on the links above or contact the Servicing Human Resources Office listed at the bottom of this announcement.

How You Will Be Evaluated

Applicants will only be considered for the Eligibilities for which they claim in the job questionnaire AND must provide the supporting documentation. Applicants will not be considered for Eligibilities for which they did not claim, regardless of the documentation submitted with the application. <https://apply.usastaffing.gov/ViewQuestionnaire/10597298> (<https://apply.usastaffing.gov/ViewQuestionnaire/10597298>).

We will review your resume and supporting documentation to ensure you meet the basic qualification requirements. If you meet the minimum qualifications, your experience, education and training will be rated using an online self-assessment questionnaire based on the competencies and/or knowledge, skills, and abilities listed below. You will receive a score ranging from 70-100 based on your responses. Your entire application package will then be reviewed. The final determination will be based on all the information provided in your application package.

If you are best qualified, you may be referred to the hiring manager for consideration and may be called for an interview. To preview the job questionnaire, see <https://apply.usastaffing.gov/ViewQuestionnaire/10597298> (<https://apply.usastaffing.gov/ViewQuestionnaire/10597298>).

Knowledge, Skills, Abilities and Other Characteristics (KSAOs): Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their attainment of these KSAOs in their resume. The KSAOs are:

- Knowledge of law enforcement operations, policies and tactics.
- Skill with independent decision-making using sound judgment in complex, broad areas.
- Ability to direct the work of subordinates to accomplish organizational goals and priorities.
- Knowledge of laws, authorities, regulations related to emergency management and incident response.
- Ability to utilize innovative strategies and initiate technological advances spanning the CBP enterprise to capture requirements and workflow enhancements.

Background checks and security clearance

Security clearance

[Top Secret](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)

(<https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/>).

Drug test required

Yes

Required Documents

- **Your resume:** A resume describing your job-related qualifications is required and will be used for the purpose of reviewing your qualifications and determining what training, if any, would be required when placed. A resume in English is required. It must contain your full legal name, address, phone number, complete work history including a detailed description of your duties, the dates you performed those duties (MM/DD/YY), your hours worked per week, job title, as well as series, grade, and salary (if applicable). NOTE: Resumes stored on USAJOBS will not automatically carry over to this announcement. You must upload your resume and any other applicable supporting documentation.

- **Your responses to the job questionnaire:** <https://apply.usastaffing.gov/ViewQuestionnaire/10597298>
(<https://apply.usastaffing.gov/ViewQuestionnaire/10597298>)
- Current CBP Employees are encouraged, but not required, to submit an SF-50(s) for CBP experience; however, additional SF-50(s) are required when using federal experience outside of CBP to receive credit towards the requirements above.
- **Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP)?** You must submit a separation notice; your most recent SF-50 (noting your current position, grade level and duty location); a current (or last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a Military Department of National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.
- **Veterans' preference points are not applicable to Merit Promotion announcements**
- **Are you a current or former political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee?**
Submit a copy of your applicable SF-50, along with a statement that provides the following information regarding your most recent political appointment:
 - Position title
 - Type of appointment (Schedule A, Schedule C, Non-career SES, or Presidential Appointee)
 - Agency
 - Beginning and ending dates of appointment

Benefits

<https://www.dhs.gov/homeland-security-careers/benefits>

How to Apply

Please upload your resume under "Resume" and any other applicable supporting documents mentioned above under the appropriate Document Type. If your Document Type is not listed, upload as "Other."

You may be asked to provide a copy of your recent performance appraisal and/or incentive awards. Consideration will be given to performance appraisals and incentive awards as an indication of quality prior experience, no points will be assigned.

DHS offers competitive salaries and an attractive benefits package, including: health, dental, vision, life, and long-term care insurance; retirement plan; Thrift Savings Plan [similar to a 401(k)]; Flexible Spending Account; Employee Assistance Program; personal leave days; and paid federal holidays. Other benefits may include: flexible work schedules; telework; tuition reimbursement; transportation subsidies; uniform allowance; health and wellness programs; and fitness centers. DHS is committed to employee development and offers a variety of employee training and developmental opportunities. For more information visit [th is link](http://www.dhs.gov/homeland-security-careers/benefits)

(<http://www.dhs.gov/homeland-security-careers/benefits>)

Disabled veteran leave

(<http://www.opm.gov/news/releases/2016/08/newly-established-leave-policy-gives-disabled-veterans-more-time-to-address-medical-issues-1/>)

will be available to any Federal employee hired on or after November 5, 2016, who is a veteran with a service-connected disability rating of 30 percent or more.

Applying to this announcement certifies that you give permission for DHS to share your application with others in DHS for similar positions.

View **common definitions**

(http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm)

of terms in this announcement.

To begin your online application, click "**Apply Online**" to create a USAJOBS account and follow the prompts or log in to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

If you are unable to apply online or need to submit a document you do not have in electronic form, visit [this link](http://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information)

(http://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information)

for more information regarding an Alternate Application process.

Applications and supporting documentation will not be accepted by mail or email. The address below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 PM Eastern Time on 09/17/2019.**

It is your responsibility to verify that any information entered or uploaded is received and is accurate. Human Resources will not modify or change any part of your application. Determining your eligibility and qualifications is dependent on the supporting documentation and information provided, which may impact your referral for further consideration. If a document is not legible, you will not be able to view it in your application and you must again upload it by the closing date.

Agency contact information

 CBP Hiring Center

Phone

[952-857-2932](tel:952-857-2932)
(tel:952-857-2932)

Email

CBPhiring-applicantinquiry@cbp.dhs.gov
(mailto:CBPhiring-applicantinquiry@cbp.dhs.gov)

Address

Information and Incident Coordination Center
CBP Hiring Center
6650 Telecom Drive
Suite 100
Indianapolis, IN 46278
US

[Learn more about this agency.](#)
(#agency-modal-trigger)

Customs & Border Protection (CBP): Securing America's Borders

The Department of Homeland Security (DHS) is calling on those who want to help protect American interests and secure our Nation. DHS Components work collectively to prevent terrorism; secure borders and our transportation systems; protect the President and other dignitaries; enforce and administer immigration laws; safeguard cyberspace; and ensure resilience to disasters. We achieve these vital missions through a diverse workforce spanning hundreds of occupations. Make an impact; join DHS.

Discover a challenging and rewarding career with U.S. Customs and Border Protection (CBP), the sole organization responsible for securing the nation's borders. At CBP, we:

- Secure and facilitate trade and travel while enforcing hundreds of U.S. regulations, including immigration and drug laws
- Screen passengers, vehicles, and shipments entering our country
- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers see www.cbp.gov
(http://www.cbp.gov/)

Visit our careers page

Learn more about what it's like to work at Customs and Border Protection, what the agency does, and about the types of careers this agency offers.

[http://www.cbp.gov/](http://www.cbp.gov)
(http://www.cbp.gov)

Next steps

GS Salary: Visit [this link](#)

(http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages)

to view the locality pay tables by geographic area. If you do not see your geographic area listed, select the "Rest of United States" pay table.

The open period for this job opportunity announcement may be extended to allow for a sufficient applicant pool.

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts with your [USAJOBS account](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/) (<http://www.usajobs.gov/Applicant/ProfileDashboard/Home>).

If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

Additional selections may be made beyond the total number of vacancies specified using this vacancy announcement. Further selections may also be made for additional organizational divisions and/or units within the duty location(s) listed above.

If you receive a conditional offer of employment for this position, you will be required to complete an [Optional Form 306](http://www.opm.gov/forms/pdf_fill/OF0306.pdf) (http://www.opm.gov/forms/pdf_fill/OF0306.pdf).

(Declaration for Federal Employment), and to sign and certify the accuracy of all information in your application, prior to entry on duty. False statements on any part of the application may result in withdrawal of offer of employment, dismissal after beginning work, fine, or imprisonment.

Any offers of employment made pursuant to this announcement will be consistent with all applicable authorities, including Presidential Memoranda, Executive Orders, interpretive U.S. Office of Management and Budget (OMB) and U.S. Office of Personnel Management (OPM) guidance, and Office of Management and Budget plans and policies concerning hiring. These authorities are subject to change.

Fair & Transparent

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

- [Equal Employment Opportunity \(EEO\) for federal employees & job applicants](https://www.eeoc.gov/federal/fed_employees/index.cfm) (https://www.eeoc.gov/federal/fed_employees/index.cfm).

Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application process should follow the instructions in the job opportunity announcement. For any part of the remaining hiring process, applicants should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

A reasonable accommodation is any change to a job, the work environment, or the way things are usually done that enables an individual with a disability to apply for a job, perform job duties or receive equal access to job benefits.

Under the Rehabilitation Act of 1973, federal agencies must provide reasonable accommodations when:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.

You can request a reasonable accommodation at any time during the application or hiring process or while on the job. Requests are considered on a case-by-case basis.

Learn more about [disability employment and reasonable accommodations](https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/) (<https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/>) or [how to contact an agency](https://www.usajobs.gov/Help/how-to/application/agency/contact/). (<https://www.usajobs.gov/Help/how-to/application/agency/contact/>).

Legal and regulatory guidance

[Financial suitability](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/) (<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/>).

[Social security number request](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/) (<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/>).

[Privacy Act](#)

[\(https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/privacy-act/\)](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/privacy-act/)

[Selective Service](#)

[\(https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/selective-service/\)](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/selective-service/)

[Signature & False statements](#)

[\(https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/signature-false-statements/\)](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/signature-false-statements/)

[New employee probationary period](#)

[\(https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/probationary-period/\)](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/probationary-period/)